

Demonstration Project Salary Tables

2004 Pay Band Terciles

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2004 Pay Band Terciles

Band 1
\$24,075 - \$54,574

Bands 2, 3 and 4 are divided into terciles (T). If a Pay Band has two zones, each zone is also divided into terciles. Color correspondence was made for easy reference. **These numbers do not include locality.**

Band 2
\$44,136 - \$71,176

Band 2		
T - 1	T - 2	T - 3
\$ 44,136	\$ 53,150	\$ 62,164
\$ 53,149	\$ 62,163	\$ 71,176

Band 3	
Zone 1	Zone 2
\$ 62,905	\$ 81,779
\$ 81,778	\$ 99,053

Band 3 Zone 1		
T - 1	T - 2	T - 3
\$ 62,905	\$ 69,197	\$ 75,489
\$ 69,196	\$ 75,488	\$ 81,778

Band 3 Zone 2		
T - 1	T - 2	T - 3
\$ 81,779	\$ 87,538	\$ 93,297
\$ 87,537	\$ 93,296	\$ 99,053

Band 4	
Zone 1	Zone 2
\$ 87,439	\$ 113,675
\$ 113,674	\$ 145,600

Band 4 Zone 1		
T - 1	T - 2	T - 3
\$ 87,439	\$ 96,185	\$ 104,931
\$ 96,184	\$ 104,930	\$ 113,674

Band 4 Zone 2		
T - 1	T - 2	T - 3
\$ 113,675	\$ 124,318	\$ 134,961
\$ 124,317	\$ 134,960	\$ 145,600

2004 Pay Band Terciles for pay area of Atlanta, GA

Bands 2, 3 and 4 are divided into terciles (T). If a Pay Band has two zones, each zone is also divided into terciles. Color correspondence was made for easy reference. **These numbers include locality payment of 12.61%.**

Band 1
\$27,111 - \$61,456

Band 2
\$49,702 - \$80,151

Band 2		
T - 1	T - 2	T - 3
\$49,702	\$59,853	\$70,004
\$59,852	\$70,003	\$80,151

Band 3	
Zone 1	Zone 2
\$70,837	\$92,091
\$92,090	\$111,544

Band 3 Zone 1		
T - 1	T - 2	T - 3
\$70,837	\$77,922	\$85,007
\$77,921	\$85,006	\$92,090

Band 3 Zone 2		
T - 1	T - 2	T - 3
\$92,091	\$98,576	\$105,061
\$98,575	\$105,060	\$111,544

Band 4	
Zone 1	Zone 2
\$98,465	\$128,009
\$128,008	\$145,600

Band 4 Zone 1		
T - 1	T - 2	T - 3
\$98,465	\$108,314	\$118,163
\$108,313	\$118,162	\$128,008

Band 4 Zone 2		
T - 1	T - 2	T - 3
\$128,009	\$133,874	\$139,738
\$133,873	\$139,737	\$145,600

2004 Pay Band Terciles for pay area of Boston-Worcester-Lawrence, MA-NH-ME-CT-RI (Including state of Rhode Island and all of Bristol Co., MA)

Band 1
\$28,165 - \$63,846

Bands 2, 3 and 4 are divided into terciles (T). If a Pay Band has two zones, each zone is also divided into terciles. Color correspondence was made for easy reference. These numbers include locality payment of 16.99%.

Band 2
\$51,635 - \$83,268

Band 2		
T - 1	T - 2	T - 3
\$51,635	\$62,180	\$72,725
\$62,179	\$72,724	\$83,268

Band 3	
Zone 1	Zone 2
\$73,593	\$113,057
\$113,056	\$115,882

Band 3 Zone 1		
T - 1	T - 2	T - 3
\$73,593	\$86,748	\$99,903
\$86,747	\$99,902	\$113,056

Band 3 Zone 2		
T - 1	T - 2	T - 3
\$113,057	\$113,999	\$114,914
\$113,998	\$114,940	\$115,882

Band 4	
Zone 1	Zone 2
\$102,295	\$132,988
\$132,987	\$145,600

Band 4 Zone 1		
T - 1	T - 2	T - 3
\$102,295	\$112,526	\$122,756
\$112,525	\$122,755	\$132,987

Band 4 Zone 2		
T - 1	T - 2	T - 3
\$132,988	\$137,193	\$141,398
\$137,192	\$141,397	\$145,600

2004 Pay Band Terciles for pay area of Chicago-Gary-Kenosha, IL-IN-WI

Band 1
\$28,471 - \$64,539

Bands 2, 3 and 4 are divided into terciles (T). If a Pay Band has two zones, each zone is also divided into terciles. Color correspondence was made for easy reference.. These numbers include locality payment of 18.26%.

Band 2
\$52,195 - \$84,173

Band 2		
T - 1	T - 2	T - 3
\$52,195	\$62,855	\$73,514
\$62,854	\$73,513	\$84,173

Band 3	
Zone 1	Zone 2
\$74,391	\$96,712
\$96,711	\$117,140

Band 3 Zone 1		
T - 1	T - 2	T - 3
\$74,391	\$81,832	\$89,273
\$81,831	\$89,272	\$96,711

Band 3 Zone 2		
T - 1	T - 2	T - 3
\$96,712	\$103,522	\$110,332
\$103,521	\$110,331	\$117,140

Band 4	
Zone 1	Zone 2
\$103,405	\$134,432
\$134,431	\$145,600

Band 4 Zone 1		
T - 1	T - 2	T - 3
\$103,405	\$113,748	\$124,091
\$113,747	\$124,090	\$134,431

Band 4 Zone 2		
T - 1	T - 2	T - 3
\$134,432	\$138,155	\$141,879
\$138,154	\$141,878	\$145,600

2004 Pay Band Terciles for pay area of Cincinnati-Hamilton, OH-KY-IN

Bands 2, 3 and 4 are divided into terciles (T). If a Pay Band has two zones, each zone is also divided into terciles. Color correspondence was made for easy reference. These numbers include locality payment of 15.07%.

Band 1
\$27,703 - \$62,798

Band 2
\$50,787 - \$81,902

Band 2		
T - 1	T - 2	T - 3
\$50,787	\$61,159	\$71,531
\$61,158	\$71,530	\$81,902

Band 3	
Zone 1	Zone 2
\$72,385	\$94,103
\$94,102	\$113,980

Band 3 Zone 1		
T - 1	T - 2	T - 3
\$72,385	\$79,625	\$86,865
\$79,624	\$86,864	\$94,102

Band 3 Zone 2		
T - 1	T - 2	T - 3
\$94,103	\$100,729	\$107,355
\$100,728	\$107,354	\$113,980

Band 4	
Zone 1	Zone 2
\$100,616	\$130,806
\$130,805	\$145,600

Band 4 Zone 1		
T - 1	T - 2	T - 3
\$100,616	\$110,680	\$120,744
\$110,679	\$120,743	\$130,805

Band 4 Zone 2		
T - 1	T - 2	T - 3
\$130,806	\$135,738	\$140,700
\$135,737	\$140,669	\$145,600

2004 Pay Band Terciles for pay area of Cleveland-Akron, OH

Band 1
\$27,238 - \$61,745

Bands 2, 3 and 4 are divided into terciles (T). If a Pay Band has two zones, each zone is also divided into terciles. Color correspondence was made for easy reference. These numbers include locality payment of 13.14%

Band 2
\$49,935 - \$80,529

Band 2		
T - 1	T - 2	T - 3
\$49,935	\$60,134	\$70,333
\$60,133	\$70,332	\$80,529

Band 3	
Zone 1	Zone 2
\$71,171	\$92,525
\$92,524	\$112,069

Band 3 Zone 1		
T - 1	T - 2	T - 3
\$71,171	\$78,289	\$82,407
\$78,288	\$85,406	\$92,524

Band 3 Zone 2		
T - 1	T - 2	T - 3
\$92,525	\$99,041	\$105,557
\$99,040	\$105,556	\$112,069

Band 4	
Zone 1	Zone 2
\$98,928	\$128,612
\$128,611	\$145,600

Band 4 Zone 1		
T - 1	T - 2	T - 3
\$98,928	\$108,823	\$118,718
\$108,822	\$118,717	\$128,611

Band 4 Zone 2		
T - 1	T - 2	T - 3
\$128,612	\$134,275	\$139,397
\$134,274	\$139,936	\$145,600

[illegible]

2004 Pay Band Terciles for pay area of Dallas-Ft. Worth, TX

Band 1
\$27,409 - \$62,132

Bands 2, 3 and 4 are divided into terciles (T). If a Pay Band has two zones, each zone is also divided into terciles. Color correspondence was made for easy reference. **These numbers include locality payment of 13.85%.**

Band 2
\$50,249 - \$81,033

Band 2		
T - 1	T - 2	T - 3
\$50,249	\$60,510	\$70,771
\$60,509	\$70,117	\$81,033

Band 3	
Zone 1	Zone 2
\$71,617	\$93,105
\$93,104	\$112,771

Band 3 Zone 1		
T - 1	T - 2	T - 3
\$71,617	\$78,780	\$85,943
\$78,779	\$85,942	\$93,104

Band 3 Zone 2		
T - 1	T - 2	T - 3
\$93,105	\$99,661	\$106,216
\$99,660	\$106,215	\$112,771

Band 4	
Zone 1	Zone 2
\$99,549	\$129,419
\$129,418	\$145,600

Band 4 Zone 1		
T - 1	T - 2	T - 3
\$99,549	\$109,506	\$119,463
\$109,505	\$119,462	\$129,418

Band 4 Zone 2		
T - 1	T - 2	T - 3
\$129,419	\$134,813	\$104,206
\$134,812	\$104,205	\$145,600

2004 Pay Band Terciles for pay area of Dayton-Springfield, OH

Bands 2, 3 and 4 are divided into terciles (T). If a Pay Band has two zones, each zone is also divided into terciles. Color correspondence was made for easy reference. **These numbers include locality payment of 12.03%.**

Band 1
\$26,971 - \$61,139

Band 2
\$49,446 - \$79,738

Band 2		
T - 1	T - 2	T - 3
\$49,448	\$59,545	\$69,642
\$59,544	\$69,641	\$79,738

Band 3	
Zone 1	Zone 2
\$70,472	\$91,617
\$91,616	\$110,969

Band 3 Zone 1		
T - 1	T - 2	T - 3
\$70,472	\$77,521	\$84,570
\$77,520	\$84,569	\$91,616

Band 3 Zone 2		
T - 1	T - 2	T - 3
\$91,617	\$98,069	\$104,521
\$98,068	\$104,520	\$110,969

Band 4	
Zone 1	Zone 2
\$97,958	\$127,350
\$127,349	\$145,600

Band 4 Zone 1		
T - 1	T - 2	T - 3
\$97,958	\$107,756	\$117,554
\$107,755	\$117,553	\$127,349

Band 4 Zone 2		
T - 1	T - 2	T - 3
\$127,350	\$133,434	\$139,518
\$133,433	\$139,517	\$145,600

2004 Pay Band Terciles for pay area of Columbus, OH

Bands 2, 3 and 4 are divided into terciles (T). If a Pay Band has two zones, each zone is also divided into terciles. Color correspondence was made for easy reference. **These numbers include locality payment of 13.14%.**

Band 1
\$27,238 - \$61,745

Band 2
\$49,935 - \$80,529

Band 2		
T - 1	T - 2	T - 3
\$49,935	\$60,134	\$70,333
\$60,133	\$70,332	\$80,529

Band 3	
Zone 1	Zone 2
\$71,617	\$93,105
\$93,104	\$112,771

Band 3 Zone 1		
T - 1	T - 2	T - 3
\$71,171	\$78,289	\$82,407
\$78,288	\$85,406	\$92,524

Band 3 Zone 2		
T - 1	T - 2	T - 3
\$92,525	\$99,041	\$105,557
\$99,040	\$105,556	\$112,069

Band 4	
Zone 1	Zone 2
\$98,928	\$128,612
\$112,611	\$145,600

Band 4 Zone 1		
T - 1	T - 2	T - 3
\$98,928	\$108,823	\$118,718
\$108,822	\$118,717	\$128,611

Band 4 Zone 2		
T - 1	T - 2	T - 3
\$128,612	\$134,275	\$139,397
\$134,274	\$139,936	\$145,600

2004 Pay Band Terciles for pay area of Denver-Boulder-Greeley, CO

Bands 2, 3 and 4 are divided into terciles (T). If a Pay Band has two zones, each zone is also divided into terciles. Color correspondence was made for easy reference. These numbers include locality payment of 16.66%.

Band 1
\$28,086 - \$63,666

Band 2
\$51,489 - \$83,034

Band 2		
T - 1	T - 2	T - 3
\$51,489	\$62,005	\$72,521
\$62,004	\$72,520	\$83,034

Band 3	
Zone 1	Zone 2
\$73,385	\$95,403
\$95,402	\$115,555

Band 3 Zone 1		
T - 1	T - 2	T - 3
\$73,385	\$80,725	\$88,065
\$80,724	\$88,064	\$95,402

Band 3 Zone 2		
T - 1	T - 2	T - 3
\$94,403	\$102,121	\$108,839
\$102,120	\$108,838	\$115,555

Band 4	
Zone 1	Zone 2
\$102,006	\$132,613
\$132,612	\$145,600

Band 4 Zone 1		
T - 1	T - 2	T - 3
\$102,006	\$112,209	\$122,412
\$112,208	\$122,411	\$132,612

Band 4 Zone 2		
T - 1	T - 2	T - 3
\$132,613	\$136,942	\$141,273
\$136,941	\$141,271	\$145,600

2004 Pay Band Terciles for pay area of Detroit-Ann Arbor-Flint, MI

Band 1
\$28,486 - \$64,572

Bands 2, 3 and 4 are divided into terciles (T). If a Pay Band has two zones, each zone is also divided into terciles. Color correspondence was made for easy reference. **These numbers include locality payment of 18.32%.**

Band 2
\$52,222 - \$84,215

Band 2		
T - 1	T - 2	T - 3
\$52,222	\$62,887	\$73,552
\$62,886	\$73,551	\$84,215

Band 3	
Zone 1	Zone 2
\$74,429	\$96,761
\$96,760	\$117,200

Band 3 Zone 1		
T - 1	T - 2	T - 3
\$74,429	\$81,874	\$89,319
\$81,873	\$89,318	\$96,760

Band 3 Zone 2		
T - 1	T - 2	T - 3
\$96,761	\$103,575	\$110,388
\$103,574	\$110,387	\$117,200

Band 4	
Zone 1	Zone 2
\$103,458	\$134,500
\$134,499	\$145,600

Band 4 Zone 1		
T - 1	T - 2	T - 3
\$103,458	\$113,806	\$124,154
\$113,805	\$124,153	\$134,499

Band 4 Zone 2		
T - 1	T - 2	T - 3
\$134,500	\$138,201	\$141,902
\$138,200	\$141,901	\$145,600

2004 Pay Band Terciles for pay area of Hartford, CT (Including all of New London Co., CT)

Bands 2, 3 and 4 are divided into terciles (T). If a Pay Band has two zones, each zone is also divided into terciles. Color correspondence was made for easy reference. These numbers include locality payment of 17.87%.

Band 1
\$28,377 - \$64,326

Band 2
\$52,023 - \$83,895

Band 2		
T - 1	T - 2	T - 3
\$52,023	\$62,648	\$73,272
\$62,647	\$73,217	\$83,895

Band 3	
Zone 1	Zone 2
\$74,146	\$96,393
\$96,392	\$116,754

Band 3 Zone 1		
T - 1	T - 2	T - 3
\$74,146	\$81,526	\$88,978
\$81,561	\$88,977	\$96,392

Band 3 Zone 2		
T - 1	T - 2	T - 3
\$96,393	\$103,181	\$109,969
\$103,180	\$109,968	\$116,754

Band 4	
Zone 1	Zone 2
\$103,064	\$133,989
\$133,988	\$145,600

Band 4 Zone 1		
T - 1	T - 2	T - 3
\$103,064	\$113,373	\$123,681
\$113,372	\$123,680	\$133,988

Band 4 Zone 2		
T - 1	T - 2	T - 3
\$133,989	\$137,860	\$141,731
\$137,859	\$141,730	\$145,800

2004 Pay Band Terciles for pay area of Houston-Galveston-Brazoria, TX

Band 1
\$29,646 - \$67,202

Bands 2, 3 and 4 are divided into terciles (T). If a Pay Band has two zones, each zone is also divided into terciles. Color correspondence was made for easy reference. **These numbers include locality payment of 23.14%.**

Band 2
\$54,349 - \$87,646

Band 2		
T - 1	T - 2	T - 3
\$54,349	\$65,449	\$76,549
\$65,448	\$76,548	\$87,646

Band 3	
Zone 1	Zone 2
\$77,461	\$100,702
\$100,701	\$121,974

Band 3 Zone 1		
T - 1	T - 2	T - 3
\$77,461	\$85,209	\$92,956
\$85,208	\$92,955	\$100,701

Band 3 Zone 2		
T - 1	T - 2	T - 3
\$100,702	\$107,794	\$114,886
\$107,793	\$114,885	\$121,974

Band 4	
Zone 1	Zone 2
\$107,672	\$136,091
\$136,900	\$145,600

Band 4 Zone 1		
T - 1	T - 2	T - 3
\$107,672	\$117,416	\$127,160
\$117,415	\$127,159	\$136,901

Band 4 Zone 2		
T - 1	T - 2	T - 3
\$136,901	\$139,802	\$142,703
\$139,801	\$142,702	\$145,600

2004 Pay Band Terciles for pay area of Huntsville, AL

Bands 2, 3 and 4 are divided into terciles (T). If a Pay Band has two zones, each zone is also divided into terciles. Color correspondence was made for easy reference. **These numbers include locality payment of 11.49%.**

Band 1
\$26,841 - \$60,845

Band 2
\$49,207 - \$73,354

Band 2		
T - 1	T - 2	T - 3
\$49,207	\$59,257	\$69,307
\$49,256	\$69,306	\$79,354

Band 3	
Zone 1	Zone 2
\$70,133	\$91,175
\$91,174	\$110,434

Band 3 Zone 1		
T - 1	T - 2	T - 3
\$70,133	\$77,148	\$94,163
\$77,147	\$84,162	\$91,174

Band 3 Zone 2		
T - 1	T - 2	T - 3
\$91,175	\$97,596	\$104,017
\$97,595	\$104,016	\$110,434

Band 4	
Zone 1	Zone 2
\$97,486	\$126,736
\$126,735	\$145,600

Band 4 Zone 1		
T - 1	T - 2	T - 3
\$97,486	\$107,237	\$116,988
\$107,236	\$116,987	\$126,735

Band 4 Zone 2		
T - 1	T - 2	T - 3
\$126,735	\$133,025	\$139,314
\$133,024	\$139,313	\$145,600

2004 Pay Band Terciles for pay area of Indianapolis, IN

Band 1
\$26,750 - \$60,637

Bands 2, 3 and 4 are divided into terciles (T). If a Pay Band has two zones, each zone is also divided into terciles. Color correspondence was made for easy reference. **These numbers include locality payment of 11.11%.**

Band 2
\$49,040 - \$79,084

Band 2		
T - 1	T - 2	T - 3
\$49,040	\$59,056	\$69,071
\$59,055	\$69,070	\$79,084

Band 3	
Zone 1	Zone 2
\$69,894	\$90,865
\$90,864	\$110,058

Band 3 Zone 1		
T - 1	T - 2	T - 3
\$69,894	\$76,885	\$83,875
\$76,884	\$83,874	\$90,864

Band 3 Zone 2		
T - 1	T - 2	T - 3
\$90,865	\$97,264	\$103,663
\$97,263	\$103,662	\$110,058

Band 4	
Zone 1	Zone 2
\$97,153	\$126,304
\$126,303	\$145,600

Band 4 Zone 1		
T - 1	T - 2	T - 3
\$97,153	\$106,871	\$116,589
\$106,870	\$116,588	\$126,303

Band 4 Zone 2		
\$126,304	\$132,737	\$139,170
\$132,736	\$139,169	\$145,600

2004 Pay Band Terciles for pay area of Kansas City, MO-KS

Band 1
\$26,853 - \$60,871

Bands 2, 3 and 4 are divided into terciles (T). If a Pay Band has two zones, each zone is also divided into terciles. Color correspondence was made for easy reference. **These numbers include locality payment of 11.54%.**

Band 2
\$49,229 - \$79,389

Band 2		
T - 1	T - 2	T - 3
\$49,229	\$59,283	\$69,336
\$59,282	\$69,335	\$79,389

Band 3	
Zone 1	Zone 2
\$70,164	\$91,216
\$91,215	\$110,483

Band 3 Zone 1		
T - 1	T - 2	T - 3
\$70,164	\$77,184	\$84,204
\$77,183	\$84,203	\$91,215

Band 3 Zone 2		
T - 1	T - 2	T - 3
\$91,216	\$97,659	\$104,071
\$97,658	\$104,070	\$110,483

Band 4	
Zone 1	Zone 2
\$97,529	\$126,793
\$126,792	\$145,600

Band 4 Zone 1		
T - 1	T - 2	T - 3
\$97,529	\$107,284	\$117,039
\$107,283	\$117,038	\$126,792

Band 4 Zone 2		
T - 1	T - 2	T - 3
\$126,793	\$133,063	\$139,333
\$133,062	\$139,332	\$145,600

**2004 Pay Band Terciles for pay area of Los Angeles-Riverside-Orange County, CA
(Including Santa Barbara Co. and all of Edwards Air Force Base)**

Band 1
\$28,902 - \$65,516

Bands 2, 3 and 4 are divided into terciles (T). If a Pay Band has two zones, each zone is also divided into terciles. Color correspondence was made for easy reference. **These numbers include locality payment of 20.05%.**

Band 2
\$52,985 - \$85,446

Band 2		
T - 1	T - 2	T - 3
\$52,985	\$63,806	\$74,626
\$63,805	\$74,625	\$85,446

Band 3	
Zone 1	Zone 2
\$75,517	\$98,175
\$98,174	\$118,913

Band 3 Zone 1		
T - 1	T - 2	T - 3
\$75,517	\$83,070	\$90,622
\$83,069	\$90,621	\$98,174

Band 3 Zone 2		
T - 1	T - 2	T - 3
\$98,175	\$105,088	\$112,000
\$105,087	\$111,999	\$118,913

Band 4	
Zone 1	Zone 2
\$104,971	\$136,466
\$136,465	\$145,600

Band 4 Zone 1		
T - 1	T - 2	T - 3
\$104,971	\$115,470	\$125,969
\$115,469	\$125,968	\$136,465

Band 4 Zone 2		
T - 1	T - 2	T - 3
\$136,466	\$139,511	\$142,555
\$139,510	\$142,554	\$145,600

2004 Pay Band Terciles for pay area of Miami-Ft. Lauderdale, FL

Band 1
\$27,816 - \$63,055

Bands 2, 3 and 4 are divided into terciles (T). If a Pay Band has two zones, each zone is also divided into terciles. Color correspondence was made for easy reference. **These numbers include locality payment of 15.54%.**

Band 2
\$50,995 - \$82,236

Band 2		
T - 1	T - 2	T - 3
\$50,995	\$61,410	\$71,825
\$61,409	\$71,824	\$82,236

Band 3	
Zone 1	Zone 2
\$72,680	\$94,487
\$94,486	\$114,446

Band 3 Zone 1		
T - 1	T - 2	T - 3
\$72,680	\$79,949	\$87,217
\$79,948	\$87,216	\$94,486

Band 3 Zone 2		
T - 1	T - 2	T - 3
\$94,487	\$101,141	\$107,795
\$101,140	\$107,794	\$114,446

Band 4	
Zone 1	Zone 2
\$101,027	\$131,340
\$131,339	\$145,600

Band 4 Zone 1		
T - 1	T - 2	T - 3
\$101,027	\$111,132	\$121,237
\$111,131	\$121,236	\$131,339

Band 4 Zone 2		
,340	T - 2	T - 3
\$131,340	\$136,094	\$140,848
\$136,093	\$140,847	\$145,600

2004 Pay Band Terciles for pay area of Milwaukee-Racine, WI

Bands 2, 3 and 4 are divided into terciles (T). If a Pay Band has two zones, each zone is also divided into terciles. Color correspondence was made for easy reference. **These numbers include locality payment of 12.64%.**

Band 1
\$27,118 - \$61,472

Band 2
\$49,715 - \$80,173

Band 2		
T - 1	T - 2	T - 3
\$49,715	\$59,869	\$70,023
\$59,868	\$70,022	\$80,173

Band 3	
Zone 1	Zone 2
\$70,856	\$92,116
\$92,115	\$111,573

Band 3 Zone 1		
T - 1	T - 2	T - 3
\$70,856	\$77,943	\$85,028
\$77,942	\$85,028	\$92,115

Band 3 Zone 2		
T - 1	T - 2	T - 3
\$92,116	\$98,603	\$105,090
\$98,602	\$105,089	\$111,573

Band 4	
Zone 1	Zone 2
\$98,491	\$128,043
\$128,042	\$145,600

Band 4 Zone 1		
T - 1	T - 2	T - 3
\$98,491	\$108,342	\$118,193
\$108,341	\$118,192	\$128,042

Band 4 Zone 2		
T - 1	T - 2	T - 3
\$128,043	\$133,896	\$139,749
\$133,985	\$139,748	\$145,600

2004 Pay Band Terciles for pay area of Minneapolis-St. Paul, MN-WI

Band 1
\$27,626 - \$62,624

Bands 2, 3 and 4 are divided into terciles (T). If a Pay Band has two zones, each zone is also divided into terciles. Color correspondence was made for easy reference. These numbers include locality payment of 14.75%.

Band 2
\$50,646 - \$81,674

Band 2		
T - 1	T - 2	T - 3
\$50,646	\$60,990	\$71,334
\$60,989	\$71,333	\$81,674

Band 3	
Zone 1	Zone 2
\$72,183	\$93,841
\$93,840	\$113,663

Band 3 Zone 1		
T - 1	T - 2	T - 3
\$72,183	\$79,403	\$86,623
\$79,402	\$86,622	\$93,840

Band 3 Zone 2		
T - 1	T - 2	T - 3
\$93,841	\$100,449	\$107,057
\$100,448	\$107,056	\$113,663

Band 4	
Zone 1	Zone 2
\$100,336	\$130,442
\$130,441	\$145,600

Band 4 Zone 1		
T - 1	T - 2	T - 3
\$100,336	\$110,372	\$120,408
\$110,371	\$120,407	\$130,441

Band 4 Zone 2		
T - 1	T - 2	T - 3
\$130,442	\$135,496	\$140,550
\$135,495	\$140,549	\$145,600

2004 Pay Band Terciles for pay area of New York-Northern New Jersey-Long Island, NY-NJ-CT-PA

Bands 2, 3 and 4 are divided into terciles (T). If a Pay Band has two zones, each zone is also divided into terciles. Color correspondence was made for easy reference. **These numbers include locality payment of 19.29%.**

Band 1
\$28,719 - \$65,101

Band 2
\$52,650 - \$84,905

Band 2		
T - 1	T - 2	T - 3
\$52,650	\$63,402	\$74,154
\$63,401	\$74,153	\$84,905

Band 3	
Zone 1	Zone 2
\$75,039	\$97,553
\$97,552	\$118,160

Band 3 Zone 1		
T - 1	T - 2	T - 3
\$75,039	\$82,544	\$90,049
\$82,543	\$90,048	\$97,552

Band 3 Zone 2		
T - 1	T - 2	T - 3
\$97,553	\$104,423	\$111,293
\$104,422	\$111,292	\$118,160

Band 4	
Zone 1	Zone 2
\$104,306	\$135,603
\$135,602	\$145,600

Band 4 Zone 1		
T - 1	T - 2	T - 3
\$104,306	\$114,739	\$125,172
\$114,738	\$125,171	\$135,602

Band 4 Zone 2		
T - 1	T - 2	T - 3
\$135,603	\$138,936	\$142,269
\$138,935	\$142,268	\$145,600

2004 Pay Band Terciles for pay area of Orlando, FL

Bands 2, 3 and 4 are divided into terciles (T). If a Pay Band has two zones, each zone is also divided into terciles. Color correspondence was made for easy reference. **These numbers include locality payment of 10.93**

Band 1
\$26,706 - \$60,539

Band 2
\$48,960 - \$78,956

Band 2		
T - 1	T - 2	T - 3
\$48,960	\$58,960	\$68,960
\$58,959	\$68,959	\$78,956

Band 3	
Zone 1	Zone 2
\$69,781	\$90,717
\$90,716	\$109,897

Band 3 Zone 1		
T - 1	T - 2	T - 3
\$69,781	\$76,760	\$83,739
\$76,759	\$83,738	\$90,716

Band 3 Zone 2		
T - 1	T - 2	T - 3
\$90,717	\$97,105	\$103,493
\$97,104	\$103,492	\$109,879

Band 4	
Zone 1	Zone 2
\$96,996	\$126,100
\$126,099	\$145,600

Band 4 Zone 1		
T - 1	T - 2	T - 3
\$96,996	\$106,698	\$116,400
\$106,697	\$116,399	\$126,099

Band 4 Zone 2		
T - 1	T - 2	T - 3
\$126,100	\$132,601	\$139,102
\$132,600	\$139,101	\$145,600

2004 Pay Band Terciles for pay area of Philadelphia-Wilmington-Atlantic City, PA-NJ-DE-MD

Bands 2, 3 and 4 are divided into terciles (T). If a Pay Band has two zones, each zone is also divided into terciles. Color correspondence was made for easy reference. These numbers include locality payment of 15.32%.

Band 1
\$27,763 - \$62,935

Band 2
\$50,898 - \$82,080

Band 2		
T - 1	T - 2	T - 3
\$50,898	\$61,293	\$71,688
\$61,292	\$71,687	\$82,080

Band 3	
Zone 1	Zone 2
\$72,542	\$94,307
\$94,306	\$114,228

Band 3 Zone 1		
T - 1	T - 2	T - 3
\$72,542	\$79,798	\$87,054
\$79,797	\$87,053	\$94,306

Band 3 Zone 2		
T - 1	T - 2	T - 3
\$94,307	\$100,948	\$107,589
\$100,947	\$107,588	\$114,228

Band 4	
Zone 1	Zone 2
\$100,835	\$131,090
\$131,089	\$145,600

Band 4 Zone 1		
T - 1	T - 2	T - 3
\$100,835	\$110,921	\$121,007
\$110,920	\$121,006	\$131,089

Band 4 Zone 2		
T - 1	T - 2	T - 3
\$135,927	\$135,928	\$140,766
\$135,927	\$140,765	\$145,600

2004 Pay Band Terciles for pay area of Pittsburgh, PA

Band 1
\$26,945 - \$61,079

Bands 2, 3 and 4 are divided into terciles (T). If a Pay Band has two zones, each zone is also divided into terciles. Color correspondence was made for easy reference. **These numbers include locality payment of 11.92%.**

Band 2
\$49,397 - \$79,660

Band 2		
T - 1	T - 2	T - 3
\$49,397	\$59,486	\$69,575
\$59,485	\$69,574	\$79,660

Band 3	
Zone 1	Zone 2
\$70,403	\$91,527
\$91,526	\$110,860

Band 3 Zone 1		
T - 1	T - 2	T - 3
\$70,403	\$77,445	\$84,487
\$77,444	\$84,486	\$91,526

Band 3 Zone 2		
T - 1	T - 2	T - 3
\$91,527	\$97,972	\$104,417
\$97,971	\$104,416	\$110,860

Band 4	
Zone 1	Zone 2
\$97,862	\$127,225
\$127,224	\$145,600

Band 4 Zone 1		
T - 1	T - 2	T - 3
\$97,862	\$107,650	\$117,437
\$107,649	\$117,436	\$127,224

Band 4 Zone 2		
T - 1	T - 2	T - 3
\$127,225	\$133,351	\$139,477
\$133,350	\$139,476	\$145,600

2004 Pay Band Terciles for pay area of Portland-Salem, OR-WA

Bands 2, 3 and 4 are divided into terciles (T). If a Pay Band has two zones, each zone is also divided into terciles. Color correspondence was made for easy reference. **These numbers include locality payment of 14.69%.**

Band 1
\$27,612 - \$62,591

Band 2
\$50,620 - \$81,632

Band 2		
T - 1	T - 2	T - 3
\$50,620	\$60,958	\$71,297
\$60,957	\$71,296	\$81,632

Band 3	
Zone 1	Zone 2
\$72,146	\$93,792
\$93,791	\$113,604

Band 3 Zone 1		
T - 1	T - 2	T - 3
\$72,146	\$79,362	\$86,578
\$79,361	\$86,577	\$93,791

Band 3 Zone 2		
T - 1	T - 2	T - 3
\$93,792	\$100,397	\$107,002
\$100,396	\$107,001	\$113,604

Band 4	
Zone 1	Zone 2
\$100,284	\$130,374
\$130,373	\$145,600

Band 4 Zone 1		
T - 1	T - 2	T - 3
\$100,284	\$110,315	\$120,346
\$110,314	\$120,345	\$130,373

Band 4 Zone 2		
T - 1	T - 2	T - 3
\$130,374	\$135,450	\$140,526
\$135,449	\$140,525	\$145,600

2004 Pay Band Terciles for pay area of Richmond-Petersburg, VA

Bands 2, 3 and 4 are divided into terciles (T). If a Pay Band has two zones, each zone is also divided into terciles. Color correspondence was made for easy reference. **These numbers include locality payment of 12.13%.**

Band 1
\$26,995 - \$61,194

Band 2
\$49,490 - \$79,810

Band 2		
T - 1	T - 2	T - 3
\$49,490	\$59,597	\$69,704
\$59,596	\$69,703	\$79,810

Band 3	
Zone 1	Zone 2
\$70,535	\$91,699
\$91,698	\$111,068

Band 3 Zone 1		
T - 1	T - 2	T - 3
\$70,535	\$77,590	\$84,643
\$77,589	\$84,643	\$91,698

Band 3 Zone 2		
T - 1	T - 2	T - 3
\$91,699	\$98,156	\$104,613
\$98,155	\$104,612	\$111,068

Band 4	
Zone 1	Zone 2
\$98,045	\$127,464
\$127,463	\$145,600

Band 4 Zone 1		
T - 1	T - 2	T - 3
\$98,045	\$107,852	\$117,659
\$107,851	\$117,658	\$127,463

Band 4 Zone 2		
T - 1	T - 2	T - 3
\$127,464	\$133,510	\$139,556
\$133,509	\$139,555	\$145,600

2004 Pay Band Terciles for pay area of Sacramento-Yolo, CA

Bands 2, 3 and 4 are divided into terciles (T). If a Pay Band has two zones, each zone is also divided into terciles. Color correspondence was made for easy reference. **These numbers include locality payment of 15.18%.**

Band 1
\$27,730 - \$62,858

Band 2
\$50,836 - \$81,981

Band 2		
T - 1	T - 2	T - 3
\$50,836	\$61,218	\$71,600
\$61,217	\$71,599	\$81,981

Band 3	
Zone 1	Zone 2
\$72,454	\$94,193
\$94,192	\$114,089

Band 3 Zone 1		
T - 1	T - 2	T - 3
\$72,454	\$79,701	\$86,947
\$79,700	\$86,946	\$94,192

Band 3 Zone 2		
T - 1	T - 2	T - 3
\$94,193	\$100,826	\$107,459
\$100,825	\$107,458	\$114,089

Band 4	
Zone 1	Zone 2
\$100,712	\$130,931
\$130,930	\$145,600

Band 4 Zone 1		
T - 1	T - 2	T - 3
\$100,712	\$110,786	\$120,860
\$110,785	\$120,859	\$130,930

Band 4 Zone 2		
T - 1	T - 2	T - 3
\$130,931	\$135,822	\$140,713
\$135,821	\$140,712	\$145,600

2004 Pay Band Terciles for pay area of St. Louis, MO-IL

Bands 2, 3 and 4 are divided into terciles (T). If a Pay Band has two zones, each zone is also divided into terciles. Color correspondence was made for easy reference. **These numbers include locality payment of 11.27%.**

Band 1
\$26,788 - \$60,724

Band 2
\$49,110 - \$79,198

Band 2		
T - 1	T - 2	T - 3
\$49,110	\$59,140	\$69,169
\$59,139	\$69,168	\$79,198

Band 3	
Zone 1	Zone 2
\$69,994	\$90,995
\$90,994	\$110,216

Band 3 Zone 1		
T - 1	T - 2	T - 3
\$69,994	\$76,995	\$83,996
\$76,994	\$83,995	\$90,994

Band 3 Zone 2		
T - 1	T - 2	T - 3
\$90,995	\$97,403	\$103,811
\$97,402	\$103,810	\$110,216

Band 4	
Zone 1	Zone 2
\$97,293	\$126,486
\$126,485	\$145,600

Band 4 Zone 1		
T - 1	T - 2	T - 3
\$97,293	\$107,025	\$116,757
\$107,024	\$116,756	\$126,485

Band 4 Zone 2		
T - 1	T - 2	T - 3
\$126,486	\$132,858	\$139,230
\$132,857	\$139,229	\$145,600

2004 Pay Band Terciles for pay area of San Diego, CA

Band 1
\$27,966 - \$63,393

Bands 2, 3 and 4 are divided into terciles (T). If a Pay Band has two zones, each zone is also divided into terciles. Color correspondence was made for easy reference. **These numbers include locality payment of 16.16%.**

Band 2
\$51,268 - \$82,678

Band 2		
T - 1	T - 2	T - 3
\$51,268	\$61,739	\$72,210
\$61,738	\$72,209	\$82,678

Band 3	
Zone 1	Zone 2
\$73,070	\$94,994
\$94,993	\$115,060

Band 3 Zone 1		
T - 1	T - 2	T - 3
\$73,070	\$80,379	\$87,688
\$80,378	\$87,687	\$94,993

Band 3 Zone 2		
T - 1	T - 2	T - 3
\$94,994	\$101,684	\$108,374
\$101,683	\$108,373	\$115,060

Band 4	
Zone 1	Zone 2
\$101,569	\$132,045
\$132,044	\$145,600

Band 4 Zone 1		
T - 1	T - 2	T - 3
\$101,569	\$111,728	\$121,887
\$111,727	\$121,886	\$132,044

Band 4 Zone 2		
T - 1	T - 2	T - 3
\$132,045	\$136,564	\$141,083
\$136,563	\$141,082	\$145,600

2004 Pay Band Terciles for pay area of San Francisco-Oakland-San Jose, CA (Including Monterey Co., CA)

Bands 2, 3 and 4 are divided into terciles (T). If a Pay Band has two zones, each zone is also divided into terciles. Color correspondence was made for easy reference. These numbers include locality payment of 24.21%.

Band 1
\$29,904 - \$67,786

Band 2
\$54,821 - \$88,408

Band 2		
T - 1	T - 2	T - 3
\$54,821	\$66,017	\$77,213
\$66,016	\$77,212	\$88,408

Band 3	
Zone 1	Zone 2
\$78,134	\$98,973
\$98,972	\$123,034

Band 3 Zone 1		
T - 1	T - 2	T - 3
\$78,134	\$85,081	\$92,028
\$85,080	\$92,027	\$98,972

Band 3 Zone 2		
T - 1	T - 2	T - 3
\$98,973	\$106,994	\$115,015
\$106,993	\$115,014	\$123,034

Band 4	
Zone 1	Zone 2
\$108,608	\$136,901
\$136,900	\$145,600

Band 4 Zone 1		
T - 1	T - 2	T - 3
\$108,608	\$118,040	\$127,472
\$118,039	\$127,471	\$136,900

Band 4 Zone 2		
T - 1	T - 2	T - 3
\$136,901	\$139,802	\$142,703
\$139,801	\$142,702	\$145,600

2004 Pay Band Terciles for pay area of Seattle-Tacoma-Bremerton, WA

Bands 2, 3 and 4 are divided into terciles (T). If a Pay Band has two zones, each zone is also divided into terciles. Color correspondence was made for easy reference. These numbers include locality payment of 15.12%.

Band 1
\$27,715 - \$62,825

Band 2
\$50,809 - \$81,937

Band 2		
T - 1	T - 2	T - 3
\$50,809	\$61,186	\$71,563
\$61,185	\$71,562	\$81,937

Band 3	
Zone 1	Zone 2
\$72,416	\$94,144
\$94,143	\$114,029

Band 3 Zone 1		
T - 1	T - 2	T - 3
\$72,416	\$79,659	\$86,901
\$79,658	\$86,900	\$94,143

Band 3 Zone 2		
T - 1	T - 2	T - 3
\$94,144	\$100,773	\$107,402
\$100,772	\$107,401	\$114,029

Band 4	
Zone 1	Zone 2
\$100,660	\$130,863
\$130,862	\$145,600

Band 4 Zone 1		
T - 1	T - 2	T - 3
\$100,660	\$110,728	\$120,795
\$110,727	\$120,794	\$130,862

Band 4 Zone 2		
T - 1	T - 2	T - 3
\$130,863	\$135,776	\$140,688
\$135,775	\$140,687	\$145,600

2004 Pay Band Terciles for pay area of Washington-Baltimore, DC-MD-VA-WV (Including St. Mary's Co., MD)

Bands 2, 3 and 4 are divided into terciles (T). If a Pay Band has two zones, each zone is also divided into terciles. Color correspondence was made for easy reference. **These numbers include locality payment of 14.63%.**

Band 1
\$27,597 - \$62,558

Band 2
\$50,593 - \$81,589

Band 2		
T - 1	T - 2	T - 3
\$50,593	\$60,926	\$71,259
\$60,925	\$71,258	\$81,589

Band 3	
Zone 1	Zone 2
\$72,108	\$93,743
\$93,742	\$113,544

Band 3 Zone 1		
T - 1	T - 2	T - 3
\$72,108	\$79,320	\$86,531
\$79,319	\$86,530	\$93,742

Band 3 Zone 2		
T - 1	T - 2	T - 3
\$93,743	\$100,344	\$106,945
\$100,343	\$106,944	\$113,544

Band 4	
Zone 1	Zone 2
\$100,231	\$130,306
\$130,305	\$145,600

Band 4 Zone 1		
T - 1	T - 2	T - 3
\$100,231	\$110,257	\$120,283
\$110,256	\$120,282	\$130,305

Band 4 Zone 2		
T - 1	T - 2	T - 3
\$130,306	\$135,405	\$140,504
\$135,404	\$140,503	\$145,600

2004 Pay Band Terciles for pay area of Charlotte, NC ("Rest of U.S.")

Band 1
\$26,699 - \$60,523

Bands 2, 3 and 4 are divided into terciles (T). If a Pay Band has two zones, each zone is also divided into terciles. Color correspondence was made for easy reference. **These numbers include locality payment of 10.90%.**

Band 2
\$48,947 - \$78,934

Band 2		
T - 1	T - 2	T - 3
\$48,947	\$58,944	\$68,941
\$58,943	\$68,940	\$78,934

Band 3	
Zone 1	Zone 2
\$69,762	\$90,693
\$90,692	\$109,850

Band 3 Zone 1		
T - 1	T - 2	T - 3
\$69,762	\$76,740	\$83,718
\$76,739	\$83,717	\$90,692

Band 3 Zone 2		
T - 1	T - 2	T - 3
\$90,693	\$97,080	\$103,466
\$97,079	\$103,465	\$109,850

Band 4	
Zone 1	Zone 2
\$96,970	\$126,065
\$126,064	\$145,600

Band 4 Zone 1		
T - 1	T - 2	T - 3
\$96,970	\$106,669	\$116,368
\$106,668	\$116,367	\$126,064

Band 4 Zone 2		
T - 1	T - 2	T - 3
126,,065	\$132,578	\$139,091
\$132,577	\$130,090	\$145,600